Town of Agawam

Supplemental Town Report and Report

of the

FINANCE COMMITTEE

For the 1965

ANNUAL TOWN MEETING

HIGH SCHOOL AUDITORIUM
FEBRUARY 20, 1965
10:00 A. M.

Please Bring This Report With You to the Town Meeting

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Report of the Finance Committee

To the Voters of the Town of Agawam:

The Finance Committee respectfully submits its report, including budget and special article recommendations for the year 1965.

During 1964 this committee made the following transfers from the reserve fund:

1.	Accounting — Other	$ 13.66
2.	Debt Financing	836.67
3.	Law — Other	200.00
4.	Elec. and Reg. — Elec. Officers	674.00
5.	Adm. Building — Clerical	.50
6.	Police — School Traffic	204.00
7.	Police — New Cruisers	583.57
8.	Civil Defense — Other	350.00
9.	Health — Salaries (Substitute Nurse)	56.00
10.	Health — Hospital (Premie Babies)	88.30
11.	Plumbing Inspector — Labor	552.00
12.	Drainage — Suffield St. Industrial Park	1,400.00
13.	Sewer Maint.—Pumping Sta. Maint. Contract	2,600.00
14.	Water Contract	13,671.18
15.	Contributory Retirement	.41
16.	County Tax	1,017.88
17.	Personnel Board — Salary Survey	2,000.00
18.	Library — Salaries	300.00
	Total Transfers	$24,548.17
	Returned to Overlay Reserve	451.83
	Total Fund January 1, 1964	$25,000.00

Since October 1964, this committee met with Heads and members of Town Departments, Committees and Boards to discuss their respective budgets. The Finance Committee as a result of these many discussions and follow-up deliberations among its members, recommends acceptance of the budgets, as presented under Article 23 of the Warrant, and the other articles designated as recommended for acceptance as a good sound program for 1965.

The Finance Committee, as a result of its reviews and discussions with Department Heads and Boards, with a definite view of maintaining an austerity program, reduced budgets by approximately $63,000.00 from requests as originally presented.

The one large exception is the School Department budget, representing over 52% of the total budget (compared with 50% in 1963), which the School Committee unequivocally states can-

not be cut. In fact, the school budget request for 1965 is $155,582.00 or 9% higher than 1964. The largest portion of this increase ($133,000) is in the professional teaching salaries category segregated as follows:

Salary increases voted by the School Committee in 1963 for 1964 expenditure. **The impact of this increase in 1965 is**	$88,200
Salary increases voted by the School Committee in 1964 for 1965 budgets because of the increase in minimum salaries by statute ($300 across the board)	19,600
The impact of this increase in the 1966 budget will be $39.200	
Step raises	10,800
Anticipated increases in teaching staff (8). The 1965 cost from September 1 will be	14,400
The cost of these new teachers will add $28,800 in the 1966 budget	
Total professional salary increases reflected in the 1965 budget	$133,000

Special attention is called to the following articles in the Warrant on which the Finance Committee feels obligated to expound:

Article 12 and 13. Since the last survey of personnel classifications and salary ranges was made approximately 10 years ago, inequities have crept into the administration and control of personnel policies (by vote at Town meetings) with respect to salary ranges, sick leave, paid holidays, etc. These articles correct these inequities and places the responsibility of personnel policy administration where it belongs — **with the Personnel Board.**

We urge acceptance of these articles.

Article 55. This committee did not have enough time to study the report calling for a preliminary expenditure of $604,000.00 for improvements in the Town's water distribution and supply system. We did ascertain that before the Town would start to realize the benefits of its own water supply system at the rate of some $50,000.00 per year, the total expenditure would be more than $1,300,000.00.

Recognizing that the Town water distribution system is inadequate, based on the article as it is presented we must recommend the article be rejected.

The committee does feel, however, that better control of the present water metering system can increase revenue to the Town. Every user of water must be billed and billed promptly. In 1964 the water bill to the Town increased about $17,000.00 over 1963 and yet water revenue **decreased** about $6,000.00. At the rate the Town charges water users, water revenue should have increased about $30,000 (about $1 on the tax rate).

Article 73 and 74. The Finance Committee agrees with the Fire Chief that most of the present fire fighting equipment is ancient (this is self-evident). However, we question the need for a ladder truck to say nothing of the added cost of providing garaging facilities and an additional firefighter for its operation.

Based on the articles as presented we must recommend rejection.

Article 77. Our Town does not assess real estate at its fair cash value as required by law. We must comply with the law. In order to do so, the Board of Assessors feels that the tax equalization program must be carried out through the medium of contracting professional appraisal services. The cost is estimated at $45,000. The program would take 3 years to complete and require an appropriation of $15,000.00 in each of the years 1965, 1966 and 1967.

The Finance Committee agrees that the Town should assess real estate at its fair cash value but the job should be done with greater speed. Because of statutory exemptions (about $106,000 annually) granted by the state, each year the program is delayed means that over $50,000.00 has to be raised through taxation to offset these statutory exemptions. Therefore, the Finance Committee believes that a sum of money be raised and appropriated this year to provide the necessary funds to receive State professional assistance as provided under Section 7-A of Chapter 58 of the General Laws (see Article 78 in the Warrant) to aid our own Board of Assessors to carry out the tax equalization program so that it can be completed prior to December 31, 1965 with the new assessments to be in effect January 1, 1966. The sum of money to be raised and appropriated should include the cost of whatever temporary clerical help and equipment that might be necessary.

As presented, the Finance Committee must recommend rejection of Article 77.

The tax rate for 1965 as estimated by the Finance Committee will be $76.00. This is a reduction of $3 from the 1964 tax rate. Schedules A, B and C following this report show the basis for our prediction.

The actual tax rate as set by the Assessors may differ from the figure estimated by the Finance Committee for one or more of the following reasons:

1. Town Meeting Members do not follow Finance Committee recommendations.

2. Actual assessed valuation differs from amount estimated by Assessors prior to actual calculation.

3. Assessors estimated revenue differs from Finance Committee estimate.

4. Actual State and County charges differ from amount estimated by Finance Committee.

It must be remembered that each $34,000.00 (approximately) voted over and above Finance Committee recommendations will increase the tax rate $1 over the amount projected above.

Respectfully submitted,

Santo A. Cannarella, 1967, Chairman
William G. Pfau, 1966, Secretary
Peter T. McGrady, 1965
James J. Elsmar, 1965
James G. Gregor, 1966
Paul J. Adams, Jr., 1967

SCHEDULE A

County Tax — 1965 County Tuberculosis Hospital State Recreation Areas — 1965 State Audit of Municipal Accounts	$ 50,000.
Veterans' Service District	8,947.
1964 Overlay and Deficit for Previous Years	120,000.
Lower Pioneer Valley Regional Planning Comm.	1,258.
	$ 180,205.

SCHEDULE B

Estimated Receipts — 1965

Reimbursement on Acc't. of Publicly Owned Land Income Tax Business Corporation Tax Old Age Tax (Meals)	$ 340,000.
School (Funds from Income Tax not included)	94,000.
State Assistance for School Construction, Chapter 645 Acts of 1958	86,100.
Motor Vehicle Excise	385,000.
Licenses and Permits	20,000.
General Government	6,000.
Court Fines	2,000.
Protection of Persons and Property	500.
Health and Sanitation	15,000.
Charities (other than Federal Grants for Aid to Dependent Children)	40,000.
Old Age Assistance (other than Federal Grants)	13,000.
Veterans' Benefits	13,000.
Libraries	500.
Recreation	100.
Water Department	168,000.
Interests on Taxes and Assessments	4,000.
In Lieu of Taxes	4,000.
Special Assessments	5,000.
Housing Authority	1,500.
Farm Animal Excise	200.
Highways	100.
	$1,198,000.

SCHEDULE C

1965 TAX RATE ESTIMATE

Departmental Budgets (Article 23)		$ 3,643,682.
Special articles recommended for raising and appropriating funds		206,291.
Schedule A		180,205.
Estimated Expenditures		$ 4,030,178.
Less:		
Estimated Receipts (Schedule B)	1,198,000.	
Transfers:		
From Excess and Deficiency Account	199,925.	
Other Transfers from Available Funds	53,315.	
		1,451,240.
Amount to be raised by taxation		$ 2,578,938.
Estimated Assessed Valuation		$34,260,000.
Estimated 1965 Tax Rate		$76.

Town Warrant

COMMONWEALTH OF MASSACHUSETTS

Hampden ss.

To either of the Constables of the Town of Agawam in said County:

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to warn and notify the inhabitants of the Town of Agawam, qualified to vote in Town Affairs, to meet in the auditorium of the High School Building on Saturday. the 20th day of February, 1965 at 10:00 o'clock A.M., then and there to act on the following articles:

Article 1. To choose two or more Fence Viewers and two or more Field Drivers.

Article 2. To hear and act upon the reports of the Town Officers.

Article 3. To see what method the Town will adopt for the support of Public Welfare for the ensuing year. Pass any vote or take any action relative thereto.

Article 4. To see if the Town will vote to transfer a sum of money from Overlay Reserve to the Reserve Fund. Pass any vote or take any action relative thereto.

Article 4. Recommend that $25,000.00 be transferred from the Overlay Reserve to the Reserve Fund

Article 5. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1965, and to issue a note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period less than one year in accordance with Section 17, Chapter 44 of the General Laws. Pass any vote or take any action relative thereto.

Article 6. To see if the Town will vote to change the zone on a parcel of land located on South Westfield Street, Agawam, Mass., on the petition of Domenic DiDonato, Jr., from Business

B and Agriculture to Residence A-2, 450 feet, more or less south of Shoemaker Lane, more particularly bounded and described as follows:

Beginning at an iron pin at the northwest corner of land of Leland R. Osgood, said pin being on line of land of Domenic DiDonato, Jr., thence N 83° 51' 40" W along land of DiDonato 348.28 feet to an iron pin; thence N 6° 06' 50" E along land of DiDonato 250.93 feet to an iron pin at land of Matthew Buynicki; thence N 82° 57' 00" W along land of Buynicki 729.00 feet to a point; thence S 4° 58' 10" W along other land of DiDonato 834.00 feet to a point at land of Alexandre Waniewski; thence S 88° 00' 40" E along land of Waniewski 518.96 feet to an iron pin in the westerly street line of South Westfield Street; thence N 3° 25' 50" E along westerly street line of South Westfield Street 74.51 feet to an iron pin at the southeast corner of land of William Drewnowski; thence N 83° 48' 20" W along land of Drewnowski, 311.95 feet to an iron pin; thence N 6° 16' 20" E along land of Drewnowski, Taylor, Blaszak and Osgood 399.85 feet to the point of beginning. Containing approximately 17 acres.

Pass any vote or take any action relative thereto.

Article 7. To see if the Town will vote to change the zone from Agriculture and Residence A-2 to Business B on a parcel of land located on South St., petition of Rose Marie and James V. Mercadante, described as follows:

Beginning at a point on the southerly side of South Street, said point being distant Four Hundred Thirty-nine and 25/100 (439.25) feet from the southeasterly corner of South Street and Main Street, proceeding thence S 5° 34' 00" W along land now or formerly of Mary J. King, Two Hundred Thirty-two and 47/100 (232.47) feet to a point; thence S 5° 55' 50" W along land now or formerly of James V. and Rose marie Mercadante, Four Hundred Twenty-eight and 61/100 (428.61) feet to a point; thence S 17° 25' 20" W along land now or formerly of Edward J. Carroll, Two Hundred Thirteen and 34/100 (213.34) feet; thence continuing along land of said Edward J. Carroll, S 28° 21' 50"' W Two Hundred Fifty-four and 61/100 (254.61) feet; thence N 45° 00' 00" W along land now or formerly of Silas Cook, Five Hundred Twenty-eight (528) feet to land now or formerly of William J. Cavanaugh; thence along land now or formerly of said William J. Cavanaugh in the following courses and distances: N 25° 22' 00" E, Three Hundred Sixty and 10/100 (360.10) feet to a point; thence continuing N 75° 04' 10" W, Seven and 50/100 (7.50 feet; thence N 26° 46' 30" E, Two Hunderd (200) feet to a point; thence S 75° 04' 10" E Two and 50/100 (2.50) feet; thence N 17° 24' 40" E, Two Hundred Eighty-five (285) feet to the southerly side of South

Street, a distance of Three Hundred Seven and 51/100 (307.51) feet to the place of beginning.

Pass any vote or take any action relative thereto.

Article 8. To see if the Town will vote to change the zone from Agriculture to Residence B and from Residence A-2 to Residence B on a parcel of land located at 156 Suffield St., on the petition of Carmel Associates, Inc., Carlo F. Bonavita, President, — bounded and described as follows:

Beginning at a stone bound on the westerly line of said Suffield St. at the south easterly corner of the tract herein conveyed, thence westerly along the northerly line of land now or formerly of Robert F. Herrick, et al, 435.6' to a stone bound, thence northerly in a line parallel with said Suffield Street 175' to a stone bound, thence easterly parallel with the first mentioned bound 435.6' to said Suffield Street and thence southerly on said westerly line of said Suffield Street 175' to the place of beginning.

Pass any vote or take any action relative thereto.

Article 9. To see if the Town will vote to change the zone from Agriculture to Business B — Garden Street — on the petition of Wallace Provost, on the following parcels of land:

74, 94, 124, 160, 170, 200, 204, 206, 208–270 incl. and 274 Garden Street

The explanatory map defining this Zone Change is available in the Planning Board Office, Town of Agawam, Mass.

Pass any vote or take any action relative thereto.

Article 10. To see if the Town will vote to amend the Zoning By-Law as follows:

1. Delete paragraph titled ANIMAL HOSPITALS from Page 44.

2. Insert the following as Section 17A on Page 44:
SECTION 17A. SPECIAL PERMITS

The Board of Appeals may in an appropriate case, by virtue of the authority vested in it by statue, after public notice and hearing, and subject to appropriate conditions and safeguards to be prescribed by the Board of Appeals, grant a special permit in harmony with the general purpose and intent of this Zoning By-Law. No special permit shall be granted by the Board of Appeals without considering the effects upon the neighborhood and the Town at large. A special permit may be granted for any of the following:

(a) ANIMAL HOSPITAL but only in Business A and Business B areas and with the additional requirements that animal hospitals shall be separate buildings in themselves and that no animals shall be kept out of the building in cages, runs, kennels, or yards. A special permit may be granted subject to any other conditions and safeguards as are prescribed by the Board of Appeals.

Pass any vote or take any action relative thereto.

Article 11. To see if the Town will vote to amend the Zoning By-Law, as revised June 27, 1960, and as amended as follows:

(a) By deleting paragraph 1, Section (c) on Page 15, RESIDENCE A-2 DISTRICTS — SETBACKS — as it now appears and inserting in place thereof the following:

(c) SETBACKS — No part of any building or other structure shall be erected or altered so as to be nearer to the street line of any street on which it faces than the nearest building on either side thereof facing the same street and within the same block and zoning district. But in no case need the required setbacks be greater than thirty (30) feet.

(b) By deleting paragraph 1, Section (c) on Page 9, RESIDENCE A-1 DISTRICTS — SETBACKS — as it now appears and by inserting in place thereof the following:

(c) SETBACKS — No part of any building or other structure including a porch shall be erected or altered so as to be nearer to the street line of any street on which it faces than the nearest building on either side thereof facing the same street and within the same block and zoning district. But in no case need the required setback be greater than thirty-five (35) feet.

(c) By deleting paragraph 1, Section (c) on Page 22, AGRICULTURAL DISTRICTS — SETBACKS — as it now appears and by inserting in place thereof the following:

(c) SETBACKS — No part of any building or other structure shall be erected or altered so as to be nearer to the street line of any street on which it faces than the nearest building on either side thereof facing the same street and within the same block and zoning district. But in no case need the required setbacks be greater than thirty-five (35) feet.

(d) By deleting the third sentence, Section (e) on Page 27, BUSINESS A DISTRICTS SETBACKS, SIDE YARDS AND REAR YARDS, as it now appears and by inserting in place thereof the following:

Rear Yards shall have a minimum of eight (8) feet.

(e) By deleting paragraph (6), Section (a), Page 29,

BUSINESS B DISTRICTS, PERMITTED USES, as it now appears.

(f) By deleting the second from the last item, paragraph (3), Section (a) INDUSTRIAL DISTRICT A, PERMITTED USES, as it now appears.

(g) By deleting the second from the last item, paragraph (3), Section (a) INDUSTRIAL B DISTRICTS, PERMITTED USES, as it now appears.

Pass any vote or take any action relative thereto.

Article 12. To see if the Town will vote to accept the report of the Personnel Survey giving the Classification and the Compensation Plan for all Town Employees except the School Department and the Welfare Department, by deleting the present Sections 8, 9, 10, 10A, 10B, 10C and 11, and inserting in place thereof the following new sections as outlined in the following report, retroactive to January 1, 1956:

PERSONNEL BY-LAW

Section 1. **Name of By-Law and Authority**

This By-Law shall be known and cited as "The Personnel By-Law," and is hereby adopted pursuant to the provisions of the General Laws (Ter. Ed.), Chapter 41, Sections 108A and 108C and amendments thereof.

Section 2. **Persons Covered**

This By-Law shall be applicable to all persons in the service of the town except officials elected by popular vote and the School and Welfare Departments and the employees of the School and Welfare Departments.

Section 3. **Definition and Adoption of Classification Plan**

(a) APPLICABILITY OF STATE CIVIL SERVICE LAWS AND REGULATIONS: All provisions for the establishment and maintenance of the position classification plan for the town service covered under civil service and related personnel actions specifically covered under civil service shall be in accordance with the laws and regulations of the Commonwealth of Massachusetts governing civil service administration. Provisions in this plan with respect to required approvals of the director of the state civil service shall only refer to positions in the town service which are subject to the state civil service jurisdiction.

(b) CLASSIFICATION: All positions in the town service shall be grouped into classes similar in duties and responsibilities.

(c) TITLES AND GRADES: Titles, duties and grades for all positions shall be prepared under the direction of the Personnel Board and shall be approved according to the By-Laws of the Town. Titles, duties and grades covered by civil service shall be approved by the director of the state civil service.

(d) ADOPTION OF CLASSIFICATION PLAN: The classes of positions as set forth below together with their titles and grades are hereby adopted and shall constitute the classification plan.

(e) BUDGETARY LIMITATIONS: Nothing contained in this chapter and plan shall operate or be construed to authorize or permit any department head, officer, official or employee of the town to incur any obligations or to make any expenditure in excess of any appropriation made therefor, or for which no appropriation has been made; nor shall this chapter or plan operate or be construed to impose any liability upon the town for any obligation or debt incurred in excess of such appropriation or in the absence of such appropriation therefor.

Section 4. **Administration of the Classification Plan**

(a) RESPONSIBILITIES OF THE PERSONNEL BOARD: The Personnel Board shall maintain a record of the allocation of individual positions to the various classes and all amendments in the classifications and allocations of positions. Any proposed changes in allocation of a position under civil service must have the approval of the director of the state civil service.

(b) The Personnel Board shall be responsible for the work of administering and maintaining the classification plan. Said board shall direct necessary reviews and preparation of reports recommending appropriate action to assure that the classification plan is kept current and that any important changes in duties and responsibilities in existing or new positions are reflected in the plan.

The Personnel Board shall provide, subject to the Town By-Laws, for the reallocation of any position from one class to another class whenever a change in duties and responsibilities of such position make the class to which the position was previously allocated no longer applicable. Any proposed reallocation to be made shall be made with the knowledge of the employee concerned and his department head. The approval of the director of the state civil service shall be obtained for the establishment of any new class or changes in class titles covered under civil service. Such changes shall be reflected through amendments to this By-Law.

(c) EMPLOYEE REQUESTS FOR CLASSIFICATION ADJUSTMENTS: Any employee shall have the right to con-

sideration of any request he may have with respect to a change in the classification of his position. The employee shall make his request initially through his department head who shall promptly seek to arrive at a solution which is consistent with the classification plan and acceptable to the employee. Where the department head is unable to resolve such a request in a manner that the employee is willing to accept in writing, the matter shall then be submitted to the Personnel Board, together with the department head's written recommendation, for such action as the board may deem appropriate, including referral to the director of the state civil service where the employee is covered under civil service.

Section 5. **Classification Plan for the Town Service**

(a) CLASSIFICATION SERVICE: The classified positions in the town shall be included in the following classes, with such changes as may be recommended by the Personnel Board from time to time and approved according to the Town By-Laws. The class grade refers to the salary range by which all positions of the class shall be paid as set forth in Section 6 of this plan. The hours of work in the normal work week for each group are indicated and shall apply to all classes of the group, except those classes where the normal work week upon which compensation is based is specifically indicated.

CLASSIFICATION PLAN

I. Clerical, Fiscal and Administrative Group

(35 hours per week)

Class Title	Class Grade
Telephone Operator	3
Keypunch Operator	3
Junior Clerk	3
Junior Clerk — Typist	3
Junior Clerk — Stenographer	3
Senior Clerk	7
Senior Clerk — Typist	7
Senior Clerk — Stenographer	7
Senior Clerk — Stenographer and Bookkeeping Machine Operator	8
Principal Clerk	11
Principal Clerk — Stenographer	11
Principal Clerk — Stenographer and Bookkeeping Machine Operator	12
Junior Accountant	12
Head Clerk	13
Administrative Assistant	15
Executive Secretary to the Selectmen	16
Veterans' Agent and District Director	18
Town Accountant	20
Town Collector	20

Chief Librarian	23
Town Clerk* and Treasurer	27

* All fees, charges or commissions allowed by law to the Town Clerk shall be paid into the Town Treasury and belong to the Town.

II. INSPECTION GROUP

(35 hours per week)

Building Inspector	18

III. POLICE GROUP

(40 hours per week)

Patrolman	17
Police Sergeant	20
Police Captain	23
Chief of Police	28

IV. FIREFIGHTER GROUP

(48 hours per week)*

Firefighter	17
Fire Lieutenant	20
Chief of Fire Department	28

* Hourly rate of pay to be determined by dividing weekly rate by 48.

V. PUBLIC HEALTH GROUP

(35 hours per week)

Public Health Nurse Assistant	7
Public Health Nurse	12
Senior Public Health Nurse	16
Health Agent	26

VI. RECREATION GROUP

(Temporary Part-Time)

Instructor I	1
Instructor II	2
Assistant Director	3
Director of Recreation	8

VII. ENGINEERING GROUP

(40 hours per week)

Junior Engineering Aid (Rodman)	9
Senior Engineering Aid (Transitman)	16
Junior Civil Engineer (Party Chief)	18
Assistant Town Engineer	22
Town Engineer	30
Superintendent of Public Works	35

VIII.—LABOR & TRADE SUPERVISION GROUP

(40 hours per week)

Foreman	20
General Foreman	23
Superintendent of Public Buildings	23

IX. LABOR & TRADES GROUP

(40 hours per week)

Laborer	9
Building Custodian	11
Public Works Maintenance Man	12
Motor Equipment Operator — Light (Vehicle)	12
Motor Equipment Operator — Heavy (Vehicle)	14
Water Meter Repairman	14
Yardman	16
Public Works Maintenance Craftsman	16
Motor Equipment Repairman	16
Motor Equipment Operator — Special Heavy (Vehicle)	16
Working Foreman Maintenance Craftsman	18
Working Foreman Water Meter Repairman	18

X. UNCLASSIFIED POSITIONS

The unclassified positions with their compensation follow.

	Per Annum
Moderator	$ 100.00
Chairman, Selectmen	1,500.00
Selectman	1,400.00
Chairman, Assessors	2,700.00
Assessor	2,200.00
Town Counsel	3,000.00
Town Prosecutor	1,000.00
Registrar	250.00
Sealer of Weights and Measurers	2,900.00
Tree Warden	1,200.00
Electrical Inspector	2,200.00
	Other
For Listing of Persons ..... Per Precinct	150.00
School Traffic Officers at $2.00 per hour with a maximum of	25.00 wk.
Plumbing and Gas Inspector ..... per ea. insp.	3.00
Plumbing and Gas Inspector ..... per ea. insp.	4.00*
Inspector of Slaughter	55.50 mo.
Inspector of Animals (Health Agent)	25.00 mo.
Branch Librarian	1.60 hr.
Library Aids	1.00 hr.
Recreation Coach ..... per each session	12.00
Precinct Warden	2.00 hr.
Deputy Precinct Warden	1.75 hr.
Precinct Clerk	2.00 hr.

Deputy Precinct Clerk	1.75 hr.
Counters	1.60 hr.
Volunteer Firemen	1.50 hr.

* When the Town charges a fee for Building permits.

Section 6. **Definition and Adoption of Compensation Plan**

(a) COMPENSATION SCHEDULES: The pay of town employees occupying classified positions shall be on the basis of appropriate schedules of rates prescribed herein for the respective classes of positions. Each schedule shall consist of an entrance rate and four annual step rates.

(b) SALARY RATES ABOVE MAXIMUM: Any salary rate which is above the maximum rate for a job as established by this plan, shall be deemed to be a personal rate, and apply only to the incumbent. When such incumbent leaves the employ of the town, or is transferred to another job or a new maximum higher than the personal rate is established, the personal rate shall disappear. No other employee assigned to, or hired for, such job shall advance beyond the maximum of the job.

(c) FULL-TIME SALARY BASIS OF COMPENSATION SCHEDULES: The rates of pay prescribed herein are based on full-time employment at normal working hours for the respective classes of positions as indicated in the Classification Plan; provided that the salaries of professional, supervisory and administrative positions, except in the Labor and Trades Supervision Group, are fixed according to the responsibilities to be fulfilled and are not based on a fixed number of hours of work per week and shall not be adjusted with variations in work schedules, unless part-time employment is specifically provided. All regular, permanent full-time employees, except those listed in The Labor and Trades Group, shall be paid the salaries prescribed in the Weekly Rate table of the Compensation Plan for their respective classes of positions. All regular, permanent full-time employees listed in the Labor and Trades Group shall be paid the salaries prescribed in the Hourly Rate table of the Compensation Plan for their respective positions.

(d) ADOPTION OF COMPENSATION PLAN: The compensation plan with annual rates, and the weekly and hourly rates based thereon, for all positions is hereby adopted according to the following:

COMPENSATION PLAN — ANNUAL RATE

Class Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	$ 2,600	$ 2,704	$ 2,808	$ 2,912	$ 3,016
2	2,704	2,808	2,912	3,016	3,146
3	2,808	2,912	3,016	3,146	3,276
4	2,912	3,016	3,146	3,276	3,406
5	3,016	3,146	3,276	3,406	3,536
6	3,146	3,276	3,406	3,536	3,692
7	3,276	3,406	3,536	3,692	3,848
8	3,406	3,536	3,692	3,848	4,004
9	3,536	3,692	3,848	4,004	4,160
10	3,692	3,848	4,004	4,160	4,342
11	3,848	4,004	4,160	4,342	4,524
12	4,004	4,160	4,342	4,524	4,706
13	4,160	4,342	4,524	4,706	4,888
14	4,342	4,524	4,706	4,888	5,096
15	4,524	4,706	4,888	5,096	5,304
16	4,706	4,888	5,096	5,304	5,512
17	4,888	5,096	5,304	5,512	5,720
18	5,096	5,304	5,512	5,720	5,954
19	5,304	5,512	5,720	5,954	6,188
20	5,512	5,720	5,954	6,188	6,422
21	5,720	5,954	6,188	6,422	6,656
22	5,954	6,188	6,422	6,656	6,916
23	6,188	6,422	6,656	6,916	7,176
24	6,422	6,656	6,916	7,176	7,436
25	6,656	6,916	7,176	7,436	7,696
26	6,916	7,176	7,436	7,696	7,982
27	7,176	7,436	7,696	7,982	8,268
28	7,436	7,696	7,982	8,268	8,554
29	7,696	7,982	8,268	8,554	8,840
30	7,982	8,268	8,554	8,840	9,152
31	8,268	8,554	8,840	9,152	9,464
32	8,554	8,840	9,152	9,464	9,776
33	8,840	9,152	9,464	9,776	10,088
34	9,152	9,464	9,776	10,088	10,400
35	9,464	9,776	10,088	10,400	10,712
36	9,776	10,088	10,400	10,712	11,024
37	10,088	10,400	10,712	11,024	11,336
38	10,400	10,712	11,024	11,336	11,648
39	10,712	11,024	11,336	11,648	11,960
40	11,024	11,336	11,648	11,960	12,272
41	11,336	11,648	11,960	12,272	12,584
42	11,648	11,960	12,272	12,584	12,896

COMPENSATION PLAN — WEEKLY RATE

Class Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	$ 50.00	$ 52.00	$ 54.00	$ 56.00	$ 58.00
2	52.00	54.00	56.00	58.00	60.50
3	54.00	56.00	58.00	60.50	63.00
4	56.00	58.00	60.50	63.00	65.50
5	58.00	60.50	63.00	65.50	68.00
6	60.50	63.00	65.50	68.00	71.00
7	63.00	65.50	68.00	71.00	74.00
8	65.50	68.00	71.00	74.00	77.00
9	68.00	71.00	74.00	77.00	80.00
10	71.00	74.00	77.00	80.00	83.50
11	74.00	77.00	80.00	83.50	87.00
12	77.00	80.00	83.50	87.00	90.50
13	80.00	83.50	87.00	90.50	94.00
14	83.50	87.00	90.50	94.00	98.00
15	87.00	90.50	94.00	98.00	102.00
16	90.50	94.00	98.00	102.00	106.00
17	94.00	98.00	102.00	106.00	110.00
18	98.00	102.00	106.00	110.00	114.50
19	102.00	106.00	110.00	114.50	119.00
20	106.00	110.00	114.50	119.00	123.50
21	110.00	114.50	119.00	123.50	128.00
22	114.50	119.00	123.50	128.00	133.00
23	119.00	123.50	128.00	133.00	138.00
24	123.50	128.00	133.00	138.00	143.00
25	128.00	133.00	138.00	143.00	148.00
26	133.00	138.00	143.00	148.00	153.50
27	138.00	143.00	148.00	153.50	159.00
28	143.00	148.00	153.50	159.00	164.50
29	148.00	153.50	159.00	164.50	170.00
30	153.50	159.00	164.50	170.00	176.00
31	159.00	164.50	170.00	176.00	182.00
32	164.50	170.00	176.00	182.00	188.00
33	170.00	176.00	182.00	188.00	194.00
34	176.00	182.00	188.00	194.00	200.00
35	182.00	188.00	194.00	200.00	206.00
36	188.00	194.00	200.00	206.00	212.00
37	194.00	200.00	206.00	212.00	218.00
38	200.00	206.00	212.00	218.00	224.00
39	206.00	212.00	218.00	224.00	230.00
40	212.00	218.00	224.00	230.00	236.00
41	218.00	224.00	230.00	236.00	242.00
42	224.00	230.00	236.00	242.00	248.00

COMPENSATION PLAN — HOURLY RATE

Class Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	$ 1.25	$ 1.30	$ 1.35	$ 1.40	$ 1.45
2	1.30	1.35	1.40	1.45	1.51
3	1.35	1.40	1.45	1.51	1.58
4	1.40	1.45	1.51	1.58	1.64
5	1.45	1.51	1.58	1.64	1.70
6	1.51	1.58	1.64	1.70	1.77
7	1.58	1.64	1.70	1.77	1.85
8	1.64	1.70	1.77	1.85	1.92
9	1.70	1.77	1.85	1.92	2.00
10	1.77	1.85	1.92	2.00	2.09
11	1.85	1.92	2.00	2.09	2.17
12	1.92	2.00	2.09	2.17	2.26
13	2.00	2.09	2.17	2.26	2.35
14	2.09	2.17	2.26	2.35	2.45
15	2.17	2.26	2.35	2.45	2.55
16	2.26	2.35	2.45	2.55	2.65
17	2.35	2.45	2.55	2.65	2.75
18	2.45	2.55	2.65	2.75	2.86
19	2.55	2.65	2.75	2.86	2.98
20	2.65	2.75	2.86	2.98	3.09
21	2.75	2.86	2.98	3.09	3.20
22	2.86	2.98	3.09	3.20	3.33
23	2.98	3.09	3.20	3.33	3.45
24	3.09	3.20	3.33	3.45	3.58
25	3.20	3.33	3.45	3.58	3.70
26	3.33	3.45	3.58	3.70	3.84
27	3.45	3.58	3.70	3.84	3.98
28	3.58	3.70	3.84	3.98	4.11
29	3.70	3.84	3.98	4.11	4.25
30	3.84	3.98	4.11	4.25	4.40
31	3.98	4.11	4.25	4.40	4.55
32	4.11	4.25	4.40	4.55	4.70
33	4.25	4.40	4.55	4.70	4.85
34	4.40	4.55	4.70	4.85	5.00
35	4.55	4.70	4.85	5.00	5.15
36	4.70	4.85	5.00	5.15	5.30

Section 7. **Adjustment of Compensation Plan**

(a) The rates for different classes of positions which are prescribed in this By-Law shall be changed only by the Personnel Board and according to the By-Laws of the Town.

(b) Changes of the compensation plan shall be made in a manner to maintain the proper relationship among the classes of positions and to reflect changes in the cost of living and in prevailing rates of pay for comparable positions outside the town service.

Section 8. **Application and Interpretation of Compensation Plan**

(a) STARTING RATE ON INITIAL EMPLOYMENT: Except as hereinafter provided, the starting rate of compensation on initial employment in any position classified in Section 5 shall be the rate shown as Step 1 for the applicable class grade in the compensation plan appearing in Section 6.

(b) EXCEPTIONS AS TO STARTING RATE: The starting rate of compensation on initial employment may be at a step rate higher than Step 1 provided: (1) that compensation at such higher rate is recommended in writing by the appropriate department head and approval by the Personnel Board; (2) that any such exception is based on the outstanding and unusual character of the employee's experience and ability over the minimum qualifications specified; and (3) that an appropriate sufficient to pay such higher rate has been made.

(c) STARTING RATE ON RETURN TO DUTY: An employee who returns to duty in the same class of position after separation from the service shall be compensated as follows:

(1) If the separation was caused by an approved leave of absence of thirty days or more without pay as authorized by the Personnel Board, at the step rate he received at the time of separation.

(2) If the separation was for any other cause, at the starting rate on initial employment, subject to the exceptions provided for in paragraph (b) of this section.

(d) STARTING RATE IN NEW POSITION: Whenever an employee is assigned to duty in a position not previously held by him and such change is not in the nature of a promotion, he shall receive the entrance rate in the schedule established for such position or such other rate within the applicable schedule as he may be entitled to by reason of crediting him in his new position with such prior service that is found to meet the following conditions: the character and nature of the duties of the position to which the employee was assigned are similar to those of the new position; the service in the former position provided experience valuable to the performance of the new position.

(e) RATE OF PAY ON PROMOTION: When an employee is promoted to a class with a higher compensation schedule, his entrance rate shall be at the lowest step in the higher schedule that will provide an increase over the rate received immediately prior to such promotion.

(f) PROMOTION PERIOD: The first six months of service after initial appointment or promotion to a position classified under Section 6 shall be considered the probation period. An employee whose service during his probation period is not satisfactory shall be dismissed from the service, except that, in the case of promotion from a lower position, he shall be reinstated in such lower position.

(g) ADVANCEMENT WITHIN A COMPENSATION SCHEDULE: For the purpose of determining when step rate increases shall be payable, an employee's service shall be considered to begin on his anniversary date, which shall be the first day of January, April, July or October, whichever is the earliest following the date of his employment in the position began. Upon satisfactory completion of each year of service following his anniversary date the employee's compensation shall be increased to the next higher step in the applicable class grade until the maximum rate for his position has been reached, unless the department head concerned certify in writing to the Personnel Board that the employee's service does not merit such increase. An employee who has not received an increase because of unsatisfactory service may subsequently receive such an increase upon the recommendation in writing by the department head concerned to the Personnel Board, but the increase shall not take effect until the first of the four dates set forth above following such recommendation and approval by the Personnel Board and that date shall thereafter be that employee's anniversary date.

(h) REQUIREMENTS AS TO CONTINUITY OF SERVICE: Service requirements for advancement within the compensation schedules and for other purposes as specified in this plan, shall have the implication of continuous service, which means that employment in the town's service without break or interruption. Leaves of absence without pay of less than thirty days and leaves with pay shall not interrupt continuous service nor be deducted therefrom. Absences on leave without pay in excess of thirty days except for extended service with the armed forces of the United States shall be deducted in computing total service but shall not serve to interrupt continuous service. In case of repeated one day absences without leave, the Personnel Board may consider the service of the employee to be interrupted and shall have the record of the employee show the same.

(i) DISABILITY OF OFFICERS AND EMPLOYEES NOT RESULTING FROM PERFORMANCE OF DUTY: All employees of the town shall continue to receive their regular

compensation during the period of their absence from duty because of total disability resulting from personal injuries, sickness or illness and not arising out of and in the course of their employment. Compensation for such disability shall be accumulated at the rate of one day for each three weeks of service in the preceding twelve months, but not more than fifteen days in any calendar year and shall be credited on the first day of January. Holidays and any other day or days not included in the normal work week shall not be included in the computation of the number of days allowed hereunder. The unused portion of any sick leave allowed hereunder may be accumulated, but shall not exceed ninety days in any seventy-two month period. In cases of undue hardship department heads at their discretion may allow an employee to use his accumulated sick leave prior to the January 1st crediting date.

(j) DISABILITY OF FIREMEN AND POLICEMEN RESULTING FROM PERFORMANCE OF DUTY: The heads, officers, and members of the Fire Department and the Police Department who are not covered by Workmen's Compensation Insurance shall continue to receive their regular compensation during the period of their absence from duty because of total disability resulting from personal injuries arising out of and in the course of their employment, or arising out of ordinary risks of the street while actually engaged with the authorization of the town, in the business affairs or undertakings of the town; or during the period of their absence from duty because of total disability resulting from sickness or illness arising out of and in the course of their employment.

(k) REPORT OF DISABILITY: No person shall be entitled to compensation under this plan for any period of disability unless such disability and the cause or reason therefor are reported forthwith to the department head or the office thereof. In the case of disability of the department head, such report shall be made to the Personnel Board. Any person who feigns sickness, injury or disability, or who makes false statements relative thereto, shall be subject to immediate suspension.

(l) VERIFICATION OF DISABILITY: It shall be the duty of department heads to take or cause to be taken such reasonable steps as may be necessary to determine and verify the existence and cause of any disability for which compensation is claimed under the provisions of this plan.

(m) ABSENCE FOR PERSONAL REASONS: All employees of the town shall receive their regular compensation during absence from work due to the death of their parent, grandparent, step-parent, husband, wife, child, step-child, brother, sister. Such absence shall be limited to three days for the death of such relative, and to five days during any period of twelve months; and it shall not be cumulative. No compensation for absence shall be allowed hereunder during the first twelve

months of service or employment. In no event shall compensation for any absence be allowed hereunder for more than one day for each ten weeks of service rendered during the preceding twelve months.

(n) ABSENCE WITHOUT LEAVE: An employee who is absent from duty shall report the reason therefor to his supervisor prior to the date of absence when possible and in no case later than noon on the first day of absence. All unauthorized and unreported absences shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be made the ground for disciplinary action.

Section 9. **Holidays**

All employees of the town shall receive their regular compensation for all legel holidays included in the town's By-Laws falling within their regular scheduled work week.

In order to qualify hereunder for compensation for any such holiday, such person must have been regularly scheduled to work on such day, and shall have worked on all of the last regularly scheduled work day prior to, and the next regularly scheduled work day following such holiday, unless the absence of such regularly scheduled work day is due to jury service or is an absence for which compensation is payable under this plan.

Any employee in a position in the labor and trades group who shall be required to work or to render services on one of the holidays authorized in the preceding paragraph, or on the Lord's Day, shall be paid therefore a total compensation at the rate of twice his regular rate of compensation. This provision shall not apply to the employees of any other departments engaged in continuous or shift operations or whose duties or working schedule regularly require service to be rendered on the Lord's Day. Work and services for which increased compensation is payable under this section shall be limited to cases of unforseen emergencies requiring immediate attention, and shall not be subject to any other additional or increased compensation under any other provision of this plan relating to compensation for overtime work.

New Year's Day	Labor Day
Washington's Birthday	Columbus Day
Patriot's Day	Armistice Day (or Veterans' Day)
Memorial Day	Thanksgiving Day
July 4th	Christmas

Section 10. **Vacations**

(a) CIVIL SERVICE EMPLOYEES: Provisions of Chapter 41, Section 111 of the General Laws which reads as follows:

"In any city or town which has accepted chapter two hundred and seventeen of the acts of nineteen hundred and fourteen or has accepted this section in any form, or which accepts this section in the manner hereinafter provided, or has accepted earlier provisions of this section, every PERMANENT civil service employee as well as every person classified as a common laborer, skilled laborer, mechanic or craftsman, shall be granted a vacation of not less than two weeks without loss of pay in each calendar year if he has **actually worked** for such city or town for thirty weeks in the aggregate during the twelve months preceding the first day of June in such year. Such vacation shall be granted by the head of the respective department of the city or town at such time as in his opinion will cause the least interference with the performance of the regular work of the city or town. Any official of a city or town whose duty is to grant a vacation as provided by this section who wilfully refuses to grant the same shall be punished by a fine of not more than one hundred dollars. The department of labor and industries shall enforce this section and shall have all necessary powers thereof." (or as may be hereafter amended) shall be supplemented by the following By-Law provisions to include both Civil Service and all other employees.

(b) VACATION YEAR: The vacation year shall be the period from January 1st to December 31st inclusive.

(c) LENGTH OF VACATION: All persons, except emergency, provisional, temporary or part-time employees as hereinafter defined, who have acquired vacation status as indicated below shall be credited as of January 1st with earned vacation not to exceed the following schedule:

For less than one years' service, one day for each full calendar month employed not to exceed 10 working days in a calendar year.

For one years' service but less than fifteen years' service as of January 1st of the fifteenth year, two calendar weeks.

For at least fifteen years' service as of January 1st of the fifteenth year, three calendar weeks.

In computing earned vacation leave, credit shall be given for all temporary or provisional service with the Town prior to the date of the initial permanent appointment provided such prior service was continuous and uninterrupted and according to the hours of work per week indicated in the Classification Plan for that particular class.

Earned vacation leave must be taken in the indicated calendar year and is not cumulative.

(d) VACATIONS FOR MEMBERS OF THE REGULAR OR PERMANENT POLICE AND FIRE FORCES;

Section 111D of Chapter 41 of General Laws (Ter. Ed.) as amended, which reads as follows:

"In any city or town which accepts this section, all members of its regular police or fire force may be granted a vacation without loss of pay. Such vacations shall be computed in the following manner:—

For five years' service, but less than ten years' service, a vacation of three weeks.

For ten years' service or more, a vacation of four weeks.

Section one hundred and eleven shall not apply to the members of the regular or permanent police or fire force in any such city or town.

(The above permissive legislation was adopted by vote of the Town at a Special Town Meeting, August 28, 1950).

(e) EMPLOYEES ELIGIBLE FOR VACATION ALLOWANCE: Employees shall be deemed permanent employees, only for the purpose of computing vacation allowance, if they have regularly and continuously actually worked the full hourly schedule indicated in the Classification Plan for their particular class for a period of thirty weeks or more in the calendar year.

Employees in the unclassified section of the Classification Plan shall not be eligible for vacation allowances, unless specifically authorized by the Personnel Board and then only if such persons actually work thirty or more hours in the regular work week and have actually worked at least 45 weeks in the calendar year.

Section 11. **Overtime Work**

(a) OVERTIME ADMINISTRATION: Department heads shall maintain complete records of overtime of employees and no additional overtime will be allowed when accrual for time off purposes has reached fifteen (15) working days until such accrual shall have been reduced by time off or by payment in cash.

(b) COMPENSATION FOR OVERTIME: The employees of the town shall receive compensation as follows for work performed and services rendered in excess of their regular work week, such work and services being hereinafter called overtime work.

(1) Department heads shall not be entitled to any compensation for overtime work performed and services rendered in excess of their regular work week, unless otherwise expressly provided by the town's By-Laws.

(2) Police and Fire Departments: Officers (not including the Chiefs of the Fire and Police Departments) and patrolmen

and firemen shall be paid at their regular hourly rate of pay for overtime work made necessary in the departments.

(3) EMPLOYEES OTHER THAN IN THE LABOR AND TRADES GROUP: Except as otherwise provided by the town's By-Laws employees, other than those in the Labor and Trades Group, whose pay is under the Weekly Rate of Compensation, shall be paid at their regular rate of compensation for overtime work.

(4) EMPLOYEES IN THE LABOR AND TRADES GROUP: Employees in the Labor and Trades Group whose pay is under the Hourly Rate of Compensation shall be paid at their regular rate plus an amount equal to fifty per centum thereof for all work performed and services rendered in excess of eight hours in any single day, or in excess of forty hours in any single week; PROVIDED HOWEVER, that if the regularly scheduled work day is more than eight hours, or the regularly scheduled work week is more than forty hours, the overtime pay provided by this section shall be paid only for that portion of such work performed or services rendered in excess of such regularly scheduled work day or week.

Section 12. EXISTENCE OF POSITIONS: The inclusion of any office, position or job in this By-Law or the omission therefrom of any office, position or job shall not operate to create, establish, discontinue or abolish same. No change made by this ordinance in the name or title of any office, position or job shall affect the existence or continued existence of such office, position or job.

Section 13. SAVING CLAUSE: In any section, sentence, clause or phase of this ordinance shall be held, for any reason, to be inoperative or unconstitutional, void, or invalid the validity of the remaining portions of this By-Law shall not be affected thereby, it being the intention of the Town in adopting this By-Law, that no portion thereof. or provision herein, shall become inoperative or fail by reason of the unconstitutionality or invalidity of any other portion or provision and the Town does hereby declare that it would have severally passed and adopted the provisions contained herein, separately and apart one from the other.

Section 14. EFFECTIVE DATE: This By-Law shall take effect on January 1, 1965.

Pass any vote or take any action relative thereto.

Article 12. Recommend the adoption of this article.

Article 13. To see if the Town will vote to accept the following By-Law which defines the procedures to be followed

by Town Employees covered under the Personnel By-Law contained in Article 12 of this warrant, as follows:

PROVIDING FOR INCREASES OR CHANGES IN THE CLASSIFICATION OR COMPENSATION OF TOWN EMPLOYEES COVERED UNDER THE PERSONNEL BY-LAW AS ACCEPTED.

Pursuant to the provisions of the General Laws, (Ter. Ed.), Chapter 41, Section 108A and 108C, and amendments thereof, the Town shall vote to accept the following By-Law which defines the procedures to be followed by Town employees covered under The Personnel By-Law contained in Article 12 of this warrant, as follows:

1. Proposed cost of living pay increases, general pay increases, or across-the-board pay increases for all Town employees, included in the Classification and Compensation schedules of The Personnel By-Laws contained in Article 12 of this warrant, shall be made by advancing the Compensation Plan pay schedule by one or more Class Grades as provided in the Personnel By-Law, and by vote of the Town meeting.

2. Any proposed changes in the Classification or Compensation Plan contained in The Personnel By-Laws which exclusively affects the position allocation, compensation and class allocation of individual employees, or employees of one class in the Classification Plan of the Personnel By-Laws, shall be made only with the prior approval of the Personnel Board and then by vote of the Town meeting.

Pass any vote or take any action relative thereto.

Article 13. Recommend the adoption of this article.

Article 14. To see if the Town will vote to approve a change in classification from Principal Secretary to the Assessors to Administrative Assistant in the Assessors Department. Pass any vote or take any action relative thereto.

Article 14. Recommend the adoption of this article.

Article 15. To see if the Town will vote to amend Section 8 of the Personnel By-Laws as adopted June 2, 1952, and as amended, by striking out the present section for the following classification, and inserting in place thereof the following new section, retroactive to January 1, 1965:

Clerk — Telephone Operator

Yearly:	$3,224.00	$3,354.00	$3,484.00	$3,650.00	$3,796.00
Weekly:	$62.00	$64.50	$67.00	$70.00	$73.00

Pass any vote or take any action relative thereto.

Article 15. Recommend this article be rejected.

Article 16. To see if the Town will vote to amend Section 8 of the Personnel By-Laws, as adopted June 2, 1952, and as amended most recently, by striking out the present section for the following department, and inserting in place thereof, the following new section, retroactive to January 1, 1965:

Deputy Collector

Yearly:	$4,680.00	$4,940.00
Weekly:	$90.00	$95.00

Pass any vote or take any action relative thereto.

Article 16. Recommend this article be rejected.

Article 17. To see if the Town will vote to amend Section 8 of the Personnel By-Laws, as adopted June 2, 1952, and as amended, by striking out the present section for the following department and inserting in place thereof the following new sections, retroactive to January 1, 1965:

Fire Department — Firefighters

Yearly:	$5,252.00	$5,512.00	$5,864.04
Weekly:	$101.00	$106.00	$112.77

Lieutenants

Yearly:	$6,384.04	$6,644.04
Weekly:	$122.77	$127.77

Pass any vote or take any action relative thereto.

Article 17. Recommend this article be rejected.

Article 18. To see if the Town will vote to amend Section 8 of the Personnel By-Laws, as adopted June 2, 1952, and as amended most recently, for the Fire Department, by inserting the following new section:

Deputy Fire Chief

Yearly:	$6,760.00	$7,020.00
Weekly:	$130.00	$135.00

Pass any vote or take any action relative thereto.

Article 18. Recommend this article be rejected.

Article 19. To see if the Town will vote to amend Section 8 of the Personnel By-Laws, as adopted June 2, 1952, and as amended most recently by striking out the present section for the following department, and insert in place thereof, the following new section, retroactive to January 1, 1965:

Police Department — Sergeants

Yearly:	$6,110.00	$6,500.00
Weekly:	$117.50	$125.00

Pass any vote or take any action relative thereto.

Article 19. Recommend this article be rejected.

Article 20. To see if the Town will vote to amend Section 8 of the Personnel By-Laws, as adopted June 2, 1952, and as amended, by striking out the present section for the following department, and inserting in place thereof the following new section, retroactive to January 1, 1965:

Police Department — Patrolmen

Yearly:	$5,350.00	$5,775.00	$6,030.00
Weekly:	$102.88	$111.05	$115.96

and effective January 1, 1966, to read as follows:

Patrolmen

Yearly:	$5,500.00	$6,000.00	$6,300.00
Weekly:	$105.77	$115.38	$121.15

Pass any vote or take any action relative thereto.

Article 20. Recommend this article be rejected.

Article 21. To see if the Town will vote to amend Section 8 of the Personnel By-Laws as adopted June 2, 1952, and as amended, by striking out the present section for the following department, and inserting in place thereof the following 10% raise for all employees of the labor services of the Department of Public Works retroactive to January 1, 1965:

Grade W-1 — Laborer

Yearly:	$4,164.16	$4,301.44	$4,438.72	$4,576.00
Weekly:	$80.08	$82.72	$85.36	$88.00
Hourly:	$1.902	$2.068	$2.134	$2.20

Grade W-2 — Maintenance Man I

Yearly:	$4,507.36	$4,667.52	$4,827.68	$4,987.84
Weekly:	$86.68	$89.76	$92.84	$95.92
Hourly:	$2.177	$2.244	$2.321	$2.398

Grade W-3 — Maintenance Man II

Yearly:	$4,942.08	$5,102.24	$5,262.40	$5,445.44
Weekly:	$95.04	$98.12	$101.20	$104.72
Hourly:	$2.376	$2.453	$2.530	$2.618

Grade W-4 — Maintenance Man III

Yearly:	$5,262.40	$5,445.44	$5,628.48	$5,811.52
Weekly:	$101.20	$104.72	$108.24	$111.76
Hourly:	$2.530	$2.618	$2.706	$2.794

Grade W-5 — Public Works Foreman

Yearly:	$5,628.48	$5,811.52	$6,017.44	$6,223.36
Weekly:	$108.24	$111.76	$115.72	$119.68
Hourly:	$2.706	$2.794	$2.893	$2.992

Grade W-6 — Senior Public Works Foreman

Yearly:	$6,017.44	$6,223.36	$6,429.28	$6,635.20
Weekly:	$115.72	$119.68	$123.64	$127.60
Hourly:	$2.893	$2.992	$3.091	$3.190

Pass any vote or take any action relative thereto.

Article 21. Recommend this article be rejected.

Article 22. To see if the Town will vote to fix the salary and compensation of all elective officers of the Town as provided in Section 108 of Chapter 41, General Laws, as amended, effective from January 1, 1965. Pass any vote or take any action relative thereto.

Article 23. To make the necessary appropriations for the ensuing year.

I — GENERAL GOVERNMENT — 3.2% of Recommended Total

Item No.		Expended 1963	Expended 1964	Recommended 1965
1	**Moderator**	$ 25.	$ 25.	$ 25.
	Selectmen			
	Salaries:			
2	Chairman	$ 1,300.	$ 1,500.	$ 1,500.
3	Other Members (2)	2,400.	2,800.	2,800.
4	Executive Secretary	5,356.	5,459.	5,356.
5	All Other	977.	844.	1,165.
6	Travel out of state	—	—	200.
		$ 10,033.	$ 10,603.	$ 11,021.
	Auditing			
	Salaries:			
7	Town Accountant	$ 5,876.	$ 5,876.	$ 5,096.
8	Clerical	4,108.	3,422.	3,796.
9	All Other	1,212.	713.	1,735.
10	Travel out of state	97.	100.	100.
		$ 11,293.	$ 10,111.	$ 10,727.

Item No.		Expended 1963	Expended 1964	Recommended 1965
	Town Clerk and Treasurer			
	Salaries:			
11	Clerk and Treasurer	$ 7,600.	$ 7,950.	$ 7,950.
12	Clerical	7,043.	6,929.	7,891.
13	All Other	2,555.	3,348.	2,860.
		$ 17,198.	$ 18,227.	$ 18,701.
	Town Collector			
	Salaries:			
14	Collector	$ 5,876.	$ 6,254.	$ 6,136.
15	Deputy Collector	4,472.	3,956.	4,472.
16	Clerical	3,295.	3,707.	4,023.
17	All Other	3,913.	3,933.	3,735.
		$ 17,556.	$ 17,850.	$ 18,366.
	Assessors			
	Salaries:			
18	Chairman	$ 2,700.	$ 2,700.	$ 2,700.
19	Other Members (2)	4,400.	4,400.	4,400.
20	Assistant Assessor	4,472.	4,558.	4,472.
21	Clerical	3,796.	4,422.	4,546.
22	All Other	3,728.	2,884.	2,300.
		$ 19,096.	$ 18,964.	$ 18,418.
	Law			
	Salaries:			
23	Town Counsel	$ 3,000.	$ 3,000.	$ 3,000.
24	Town Prosecutor	1,000.	1,000.	1,000.
25	Appraisals	—	—	1,000.
26	All Other	598.	911.	600.
		$ 4,598.	$ 4,911.	$ 5,600.
	Election and Registration			
	Salaries:			
27	Registrars (3)	$ 750.	$ 750.	$ 750.
28	Listing of Persons	900.	1,000.	—
29	Election Officers	1,931.	5,674.	2,200.
30	All Other	1,796.	2,454.	1,950.
		$ 5,377.	$ 9,878.	$ 4,900.
	Town Buildings			
	Administration Building			
	Salaries:			
31	Custodian	$ 3,811.	$ 4,035.	$ 4,213.
32	Clerical	4,142.	5,815.	5,966.
33	Fuel, Light, Telephone	6,672.	7,548.	8,000.
34	All Other	1,839.	2,482.	2,997.
	Other Town Buildings			
35	All Other	15.	46.	475.
		$ 16,479.	$ 19,926.	$ 21,651.

Item No.		Expended 1963	Expended 1964	Recommended 1965
	Miscellaneous			
36	Board of Appeals	$ 204.	$ 415.	$ 600.
37	Finance Committee Expense	12.	89.	200.
38	Foreclosure of Tax Titles	—	—	700.
39	Personnel Board Expense	60.	100.	500.
40	Planning Board Expense	375.	364.	500.
41	Surety Bonds	797.	785.	800.
42	Town Reports	2,921.	2,558.	3,200.
43	State Census	—	—	2,000.
		$ 4,369.	$ 4,311.	$ 8,500.
	Total General Government	$ 106,024.	$ 114,806.	$ 117.909.

II — PUBLIC SAFETY — 11.5% of Recommended Total

	Police Department			
	Salaries:			
44	Chief	$ 7,569.	$ 8,480.	$ 8,580.
45	Captain, Sergeants and Patrolmen	142,796.	152,710.	158,642.
46	School Traffic Officers	5,299.	5,347.	6,970.
47	Clerical	3,796.	3,869.	3,796.
48	Safety Officer Program	249.	250.	250.
49	Uniforms	1,931.	1,918.	2,500.
50	Enforcement of Dog Law	277.	—	300.
51	New Cruisers	5,000.	5,584.	—
52	All Other	12,061.	11,488.	11,744.
53	Travel out of state	8.	100.	150.
		$ 178,986.	$ 189,746.	$ 192,932.
	Fire			
	Salaries:			
54	Chief	$ 7,580.	$ 8,480.	$ 8,580.
55	Lieutenants, Firefighters and Fire Warden	143,833.	159,318.	165,417.
56	Equipment	2,551.	3,886.	6,130.
57	Uniforms	140.	239.	410.
58	Repairs and Maintenance, Buildings	847.	1,117.	5,150.
59	All Other	8,159.	8,524.	10,955.
60	Travel out of state	100.	250.	365.
		$ 163,210.	$ 181,814.	$ 197,007.
	Sealer of Weights & Measures			
61	Salary	$ 2,300.	$ 2,900.	$ 2,900.
62	All Other	655.	800.	945.
63	Travel out of state	—	—	125.
		$ 2,955.	$ 3,700.	$ 3,970.

Item No.		Expended 1963	Expended 1964	Recommended 1965
	Forestry			
	Salaries:			
64	Tree Warden	$ 1,200.	$ 1,200.	$ 1,200.
65	Labor	4,582.	4,795.	4,800.
66	Equipment Rentals	2,495.	2,798.	2,800.
67	Spraying	1,135.	1,145.	1,150.
68	Tree Planting	1,992.	1,395.	1,400.
69	Dutch Elm Trees	500.	500.	500.
70	All Other	64.	—	150.
		$ 11,968.	$ 11,833.	$ 12,000.
	Civil Defense			
71	Salaries	$ 758.	$ 1,000.	$ 1,000.
72	All Other	3,131.	4,550.	4,200.
73	Travel out of state	—	—	200.
		$ 3,889.	$ 5,550.	$ 5,400.
	Electrical Inspectors			
74	Labor	$ 1,700.	$ 2,200.	$ 2,200.
75	All Other	360.	430.	525.
		$ 2,060.	$ 2,630.	$ 2,725.
	Building Inspector			
76	Salary	$ 5,876.	$ 5,989.	$ 5,876.
77	All Other	1,045.	903.	800.
		$ 6,921.	$ 6,892.	$ 6,676.
	Total Public Safety	$ 369,989.	$ 402,165.	$ 420,710.

III — PUBLIC HEALTH — .9% of Recommended Total

	Health Department			
	Salaries:			
78	Health Agent	$ 5,876.	$ 6,784.	$ 6,916.
79	Nurses	11,040.	11,238.	10,976.
80	Clerical	2,750.	2,984.	3,214.
81	Slaughter & Animal Insp.	966.	966.	966.
82	Hospital & Premature Babies	1,909.	3,588.	3,500.
83	All Other	4,594.	3,366.	3,550.
		$ 27,135.	$ 28,926.	$ 29,122.
	Plumbing Inspector			
84	Labor	$ 1,893.	$ 2,718.	$ 2,200.
85	All Other	92.	140.	150.
		$ 1,985.	$ 2,858.	$ 2,350.

Item No.		Expended 1963	Expended 1964	Recommended 1965
	Gypsy Moth Control			
86	All Other	$ 500.	—	$ 500.
	Total Public Health	$ 29,620.	$ 31,784.	$ 31,972.

IV — DEPARTMENT OF PUBLIC WORKS — 13.6% of Recommended Total

	Salaries			
87	Superintendent	$ 7,802.	$ 7,935.	$ 9,464.
88	Clerical & Personnel Services*	7,314.	152,515.	155,092.
89	All Other	870.	761.	900.
90	Police Salaries	1,756.	1,131.	1,200.
91	New Constr., Reconstr. & Resurf.	24,683.	—	—
92	Highway Maintenance	58,446.	40,366.	39,450.
93	Sidewalk Maintenance	2,999.	333.	500.
94	Rubbish Collection	32,538.	21,870.	22,463.
95	Garbage Collection	20,500.	20,750.	21,000.
96	Sewer & Surface Drainage	39,944.	15,811.	16,410.
97	Water—Construction	3,000.	25.	—
98	Water—Consumption	63,708.	81,171.	70,000.
99	Water—All Other	51,572.	21,250.	19,400.
100	Road Machinery Account	22,285.	21,233.	19,500.
101	Snow Removal	47,141.	20,785.	21,000.
102	Engineering Salaries and			
103	Consulting Service	21,923.	19,421.	20,170.
104	Engineering—All Other	702.	847.	800.
105	Street Lighting	77,206.	78,160.	80,000.
		$ 484,389.	$ 504,414.	$ 497,349.

* Personnel services not segregated in total in 1963

V — SCHOOL — 52.2% of Recommended Total

106	Salaries, Wages, Repairs, Heat, Light and Operating Expenses	$1,532,731.	$1,635,939.	$1,796,609.
107	Transportation	106,997.	107,698.	104,900.
108	Travel out of state	280.	755.	1,200.
	Total School	$1,640,008.	$1,744,392.	$1,902,709.

VI — CHARITIES AND VETERANS' BENEFITS — 3.1% of Recommended Total

	Public Welfare			
	General Relief			
109	Salaries	$ 1,500.	$ 1,500.	$ 1,500.
110	All Other	62.	72.	—
111	Relief	12,087.	11,568.	10,000.
112	Public Assistance	86,533.	89,500.	71,000.
		$ 100,182.	$ 102,640.	$ 82,500.

Item No.		Expended 1963	Expended 1964	Recommended 1965
	Veterans' Benefits			
113	Relief	$ 30,695.	$ 24,980.	$ 30,000.
	Total Charities and Veterans' Benefits	$ 130,877.	$ 127,620.	$ 112,500.

VII — PARKS, PLAYGROUND, RECREATION — .5% of Recommended Total

114	Salaries	$ 10,565.	$ 10,377.	$ 11,606.
115	Equipment and All Other	8,285.	8,463.	8,023.
	Total Parks, Playground, Etc.	$ 18,850.	$ 18,840.	$ 19,629.

VIII — LIBRARY — .4% of Recommended Total

	Salaries:			
116	Chief Librarian	$ 5,444.	$ 6,279.	$ 6,396.
117	Other Salaries	2,650.	3,450.	5,655.
118	Mileage	66.	92.	150.
119	Fuel and Light	685.	591.	750.
120	Travel out of state	—	—	100.
121	All Other	4,815.	6,618.	483.
	Total Library	$ 13,660.	$ 17,030.	$ 13,534.

IX — CEMETERIES — .1% of Recommended Total

122	Maintenance	$ 624.	$ 633.	$ 790.
123	Veterans' Graves	234.	234.	234.
124	Rebuilding Cemeteries	—	—	425.
	Total Cemeteries	$ 858.	$ 867.	$ 1,449.

X — DEBT AND FINANCING — 11.5% of Recommended Total

125	Bond Debt — Principal	$ 300,000.	$ 350,000.	$ 330.000.
126	Bond Debt — Interest	79,178.	82,011.	78,012.
127	Revenue Loan Interest	6,637.	6,791.	10,000.
	Total Debt Financing	$ 385,816.	$ 438,802.	$ 418,012.

XI — EMPLOYEE BENEFITS AND PENSIONS — 2.5% of Recommended Total

128	Annuities	$ 600.	$ 600.	$ 600.
129	Group Insurance	28,598.	29,861.	32,500.
130	Retirement Contribution	45,394.	50,152.	52,932.
131	Pension — Non-contributory	4,326.	4,326.	4,327.
	Total Employee Benefits	$ 78,919.	$ 84,939.	$ 90,359.

XII — MISCELLANEOUS — .5% of Recommended Total

Item No.		Expended 1963	Expended 1964	Recommended 1965
132	Damage to Persons and Prop.	$ 1,206.	$ 214.	$ 500.
133	Aid to Agriculture	100.	100.	135.
134	Business Develop. Comm. Exp.	96.	124.	100.
135	Council for Aging	100.	100.	100.
136	Liability Insurance	9,131.	9,363.	10,000.
137	Memorial Day	604.	585.	615.
138	Town Vehicle Insurance	5,869.	5,197.	6,000.
139	Conservation Committee	39.	25.	100.
	Total Miscellaneous	$ 17,145.	$ 15,708.	$ 17,550.
	GRAND TOTAL	$3,276,155.	$3,501,367.	$3,643,682.

Article 24. To see if the Town will vote to authorize the Police Commissioners, in their discretion to trade in Police Cruisers after 50,000 miles, and to vote to raise and appropriate a sum of money for the purchase of new Police Cruisers, and to authorize the Police Commissioners to trade in cruisers to make up the balance of the purchase price. Pass any vote or take any action relative thereto.

Article 24. Recommend that $5,500.00 be raised and appropriated toward the purchase of new cruisers for use in the Police Department and authorize the Police Commissioners to trade in cruisers to make up the balance of the purchase price.

Article 25. To see if the Town will vote to raise and appropriate a sum of money to make up the balance due, based on amount of funds raised by the Jaycee Chapter, for the cost of a new Police Ambulance, and authorize the Police Commissioners to trade in the present ambulance, to make up the balance of the purchase price. Pass any vote or take any action relative thereto.

Article 25. Recommend this article be rejected.

Article 26. To see if the Town will vote to raise and appropriate a sum of money for the payment of bills for previous years not previously submitted. Pass any vote or take any action relative thereto.

Article 26. Recommend that $382.89 be raised and appropriated for payment of bills for previous years.

Article 27. To see if the Town will vote to appropriate the sum of $1,240.83 to off-set the deficit in the 1963 Snow Removal Account, for snow removal in 1963. Pass any vote or take any action relative thereto.

Article 27. Recommend that $1,240.38 be raised and appropriated to off-set the deficit in 1963 Snow Removal account.

Article 28. To see if the Town will vote to raise and appropriate a sum of money to be given to the Safety Council of Western Massachusetts to be used in the School Safety Program. Pass any vote or take any action relative thereto.

Article 28. Recommend that $235.77 be raised and appropriated for Western Massachusetts School Safety Program.

Article 29. To see if the Town will vote to raise and appropriate the sum of $34,000.00 for Chapter 90 Construction for Suffield Street, in a southerly direction from the Rte. 57 By-Pass, with the understanding that the Town will be reimbursed $17,000.00 by the State and $8,500.00 by the County Pass any vote or take any action relative thereto.

Article 29. Recommend that $34,000.00 be raised and appropriated for 1965 Chapter 90 Construction.

Article 30. To see if the Town will vote to raise and appropriate the sum of $15,000.00 for Chapter 90 Maintenance work with the understanding that the Town will be reimbursed $5,000.00 by the State and $5,000.00 by the County. Pass any vote or take any action relative thereto.

Article 30 Recommend that $15,000.00 be raised and appropriated for Chapter 90 Maintenance work.

Article 31. To see if the Town will vote to raise and appropriate a sum of money for the maintenance of quarters for Veterans of World War I, Walter S. Kerr Barracks, No. 396. Pass any vote or take any action relative thereto.

Article 31. Recommend that $600.00 be raised and appropriated for maintenance of quarters for Veterans of World War I, Walter S. Kerr Barracks #396.

Article 32. To see if the Town will vote to accept Steward Lane, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 33. To see if the Town will vote to accept Duclos Drive, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 34. To see if the Town will vote to accept McKinley Street, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 35. To see if the Town will vote to accept Lawnwood Street, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 36. To see if the Town will vote to accept George Street, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 37. To see if the Town will vote to accept Kanawha Avenue, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 38. To see if the Town will vote to accept Trinity Terrace, as laid out by the Board of Selectmen, as a public street. Pass any vote or take any action relative thereto.

Article 39. To see if the Town will vote to raise and appropriate a sum of money for the purpose of Mosquito Control. Pass any vote or take any action relative thereto.

Article 39. Recommend that $3,000.00 be raised and appropriated for the purpose of Mosquito Control.

Article 40. To see if the Town will vote to raise and appropriate a sum of money to install a Sanitary Sewer on Clifton Drive. Said Sanitary Sewer to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 40. Recommend that this article be rejected.

Article 41. To see if the Town will vote to raise and appropriate a sum of money to install a Sanitary Sewer on Ruth Avenue. Said Sanitary Sewer to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 41. Recommend that this article be rejected.

Article 42. To see if the Town will vote to raise and appropriate a sum of money to install a Sanitary Sewer on Meadowbrook Road. Said Sanitary Sewer to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 42. Recommend that $19,000.00 be raised and appropriated to install a sanitary sewer on Meadowbrook Road. Said installation to be done under the Betterment act.

Article 43. To see if the Town will vote to raise and appropriate a sum of money to install a Sanitary Sewer on

Merrell Drive. Said Sanitary Sewer to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 43. Recommend that $10,500.00 be raised and appropriated to install a sanitary sewer on Merrell Drive. Said installation to be done under the Betterment Act.

Article 44. To see if the Town will vote to raise and appropriate a sum of money to install a Sanitary Sewer on Howard Street. Said Sanitary Sewer to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 44. Recommend that $1,400.00 be raised and appropriated to install a sanitary sewer on Howard Street. Said installation to be done under the Betterment Act.

Article 45. To see if the Town will vote to raise and appropriate a sum of money to install Surface Drainage on Lincoln and Franklin Streets, provided the necessary easements are received. Pass any vote or take any action relative thereto.

Article 45. Recommend that $5,000.00 be raised and appropriated to install surface drainage on Lincoln and Franklin Streets provided the necessary easements are received.

Article 46. To see if the Town will vote to raise and appropriate a sum of money to install Surface Drainage, and to re-surface Norman Terrace. Said Surface Drainage to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 46. Recommend that $7,500.00 be raised and appropriated to install surface drainage, and to resurface Norman Terrace. Said installation to be done under the Betterment Act.

Article 47. To see if the Town will vote to raise and appropriate a sum of money to replace the 2" Water Main on Warren Street with a 6" Water Main. Pass any vote or take any action relative thereto.

Article 47. Recommend that $2,400.00 be raised and appropriated to replace a 2" Water Main on Warren Street with an 8" Water Main.

Article 48. To see if the Town will vote to raise and appropriate a sum of money to replace the 1" Water Main on Fenton Street with a 8" Water Main. Pass any vote or take any action relative thereto.

Article 48. Recommend this article be rejected.

Article 49. To see if the Town will vote to raise and appropriate a sum of money to install an 8" Water Main on Corey Street. Pass any vote or take any action relative thereto.

Article 49. Recommend that $4,300.00 be raised and appropriated to install an 8" Water Main on Corey Street.

Article 50. To see if the Town will vote to raise and appropriate a sum of money to replace the 1" Water Main on Kanawha Ave., with an 8" Water Main, and extend the main approximately 100'. Pass any vote or take any action relative thereto.

Article 50. Recommend that $1,100.00 be raised and appropriated to replace a 1" Water Main on Kanawha Avenue with an 8" Water Main, and extend the main approximately 100'.

Article 51. To see if the Town will vote to raise and appropriate a sum of money to purchase a Sweeper for the Department of Public Works, and to authorize the Selectmen to purchase same, and to trade in the present Sweeper to make up the balance of the purchase price. Pass any vote or take any action relative thereto.

Article 51. Recommend this article be rejected.

Article 52. To see if the Town will vote to raise and appropriate a sum of money to purchase a cabin-Chassis to carry a 4-yard dump truck body, for the Department of Public Works, and to authorize the Selectmen to purchase same. Pass any vote or take any action relative thereto.

Article 52. Recommend that $6,000.00 be raised and appropriated to purchase a cabin-chassis to carry a 4-yard dump truck body for the Dept. of Public Works, and to authorize the Selectmen to purchase same.

Article 53. To see if the Town will vote to raise and appropriate a sum of money to purchase a pick-up truck for the Department of Public Works, and to authorize the Selectmen to purchase same and to trade in a 1957 Chevrolet pick-up to make up the balance of the purchase price. Pass any vote or take any action relative thereto.

Article 53. Recommend that $2,000.00 be raised and appropriated to purchase a pick-up truck for the Dept. of Public Works, to authorize the Selectmen to purchase same, and to trade in a 1957 Chevrolet pick-up to make up the balance of the purchase price.

Article 54. To see if the Town will vote to raise and appropriate a sum of money to purchase a sewer cleaning

machine for the Department of Public Works and to authorize the Selectmen to purchase same. Pass any vote or take any action relative thereto.

Article 54. Recommend that $300.00 be raised and appropriated to purchase a sewer cleaning machine for the Dept. of Public Works and authorize the Selectmen to purchase same.

Article 55. To see if the Town will vote to raise and appropriate a sum of money for designing and constructing improvements to the Water Distribution System as recommended, in the water supply and distribution study prepared for the Town by Tighe and Bond and dated May 21, 1964. Said improvements to include the various items recommended as System No. 2 in the said report. Said sum of money to be provided either by appropriation from current revenue or through the issue of bonds. Said borrowing to be pursuant to Section 8 of Chapter 44 of the General Laws of Massachusetts and for terms as determined by the Board of Selectmen. Pass any vote or take any action relative thereto.

Article 55. Recommend this article be rejected.

Article 56. To see if the Town will vote to raise and appropriate a sum of money to reconstruct Rhodes Avenue. Pass any vote or take any action relative thereto.

Article 56. Recommend this article be rejected.

Article 57. To see if the Town will vote to raise and appropriate a sum of money to reconstruct Norris Street. Pass any vote or take any action relative thereto.

Article 57. Recommend this article be rejected.

Article 58. To see if the Town will vote to raise and appropriate a sum of money to resurface Simpson Circle. Pass any vote or take any action relative thereto.

Article 58. Recommend that $1,800.00 be raised and appropriated to resurface Simpson Circle.

Article 59. To see if the Town will vote to raise and appropriate a sum of money to resurface Mountainview Street. Pass any vote or take any action relative thereto.

Article 59. Recommend that $2,000.00 be raised and appropriated to resurface Mountainview Street.

Article 60. To see if the Town will vote to raise and appropriate a sum of money to resurface Vadnais Street. Pass any vote or take any action relative thereto.

Article 60. Recommend that $1,300.00 be raised and appropriated to resurface Vadnais Street.

Article 61. To see if the Town will vote to raise and appropriate a sum of money to resurface Meadowbrook Road. Pass any vote or take any action relative thereto.

Article 61. Recommend this article be rejected.

Article 62. To see if the Town will vote to amend the Personnel By-Laws as adopted June 2, 1952, and as amended by inserting the following:

> "All employees of the labor services of the Town of Agawam, Department of Public Works, shall be given paid holidays, regardless of the day they fall on."

Pass any vote or take any action relative thereto.

Article 63. To see if the Town will vote to appropriate a sum of money to be used to pay members of the Police Department for time spent testifying in Court on their day off. Said compensation to be the same as the officer's regularly hourly rate. Pass any vote or take any action relative thereto.

Article 63. Recommend that $300.00 be raised and appropriated to be used to pay members of the Police Dept. for time spent testifying in Court on their day off.

Article 64. To see if the Town will vote to amend the Personnel By-Laws as adopted June 2, 1952, and as amended, by inserting the following:

> "All permanent Officers and permanent men of the Agawam Fire Department shall be granted 10 paid holidays per year."

Article 65. To see if the Town will vote to raise and appropriate a sum of money for three additional Firemen. Pass any vote or take any action relative thereto.

Article 65. Recommend that $11,280.00 be raised and appropriated for the purpose of hiring three (3) additional firemen.

Article 66. To see if the Town of Agawam will vote to authorize the Board of Selectmen to take by eminent domain under Chapter 79 of the General Laws, as amended, purchase or otherwise acquire for the purposes of highway construction on North Street, the following described land:

"Beginning at a granite bound in the westerly line of Springfield Street, said bound marking the intersection of the

westerly lines of Springfield Street and Maple Street and being fifty and forty-six one hundredths (50.46) feet south of an iron pin marking the intersection of the southerly line of McGrath Terrace and said westerly line of Maple Street,

Thence running S 77° 40' 00" W a distance of one hundred twenty and zero one-hundredths (120.00) feet,

Thence running N 12° 20' 00" W a distance of eight and fifty one-hundredths (8.50) feet,

Thence running S 77° 40' 00" W a distance of six hundred eighty-nine and seventy-three one-hundredths (689.73) feet,

Thence running S 79° 44' 50" W a distance of three thousand four hundred fifty-four and thirty-six one-hundredths (3,454.36) feet,

Thence running S 10° 15' 10" E a distance of fifty and zero one-hundredths (50.00) feet,

Thence running N 79° 44' 50" E a distance of three thousand four hundred fifty-five and twenty-six one-hundredths (3,455.26) feet,

Thence running N 77° 40' 00" E a distance of five hundred ninety-eight and eighty-three one-hundredths (598.83) feet,

Thence running N 12° 20' 00" W a distance of eight and fifty one-hundredths (8.50) feet,

Thence running N 81° 45' 36" E a distance of one hundred forty-three and four one-hundredths (143.04) feet,

Thence running N 44° 58' 25" E a distance of eighty and zero one-hundredths (80.00) feet along the westerly line of Springfield Street to the point of beginning.
and to raise and appropriate a sum of money for the acquisition thereof.

Pass any vote or take any action relative thereto.

Article 67. To see if the Town will vote to appropriate the amount of $3,929.50 as provided under Section 19A, Chapter 78 of the General Laws of Massachusetts. This money is already in a Town account entitled State Aid for Libraries, reserved for appropriation and cannot be used for any other purpose under State Law. Pass any vote or take any action relative thereto.

Article 67. Recommend that $3,929.50 be appropriated as provided under Section 19A, Chapter 78 of the General Laws of Massachusetts.

Article 68. To see if the Town will vote to raise and appropriate a sum of money to construct a five-foot wide side-

walk on North Street, beginning opposite the sidewalk on Maynard Street and continuing southerly to Wilbert Terrace. Said sidewalk to be advertised for bid not later than May 15, 1965 and constructed not later than August 1, 1965. Said sidewalk to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 68. Recommend this article be rejected.

Article 69. To see if the Town will vote to raise and appropriate a sum of money to construct a five-foot wide sidewalk on the southerly side of Southwick Street, beginning at the traffic light at the junction of Southwick Street, Springfield Street, North Westfield Street and South Westfield Street, and continuing westerly on Southwick Street to Sunset Terrace. Said sidewalk to be advertised for bid not later than May 15, 1965, and completed not later than August 1, 1965. Said sidewalk to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 69. Recommend this article be rejected.

Article 70. To see if the Town will vote to raise and appropriate a sum of money to construct a five-foot wide sidewalk on the east side of South Westfield Street, beginning at the end of the sidewalk that ends at the Granger School property line, and continuing southerly to the junction of Shoemaker Lane and South Westfield Street. Said sidewalk to be advertised for bid not later than May 15, 1965 and completed not later than August 1, 1965. Said sidewalk to be installed under the Betterment Act. Pass any vote or take any action relative thereto.

Article 70. Recommend that $7,200.00 be raised and appropriated for the construction of a sidewalk as described. Said sidewalk to be installed under the Betterment Act.

Article 71. To see if the Town will vote to raise and appropriate a sum of money to construct a sidewalk on North Street from Maynard Street to Colemore Street. Pass any vote or take any action relative thereto.

Article 71. Recommend this article be rejected.

Article 72. To see if the Town will vote to raise and appropriate a sum of money for the improvement of the Fire Alarm System. Pass any vote or take any action relative thereto.

Article 72. Recommend this article be rejected.

Article 73. To see if the Town will vote to raise and appropriate a sum of money to purchase a new ladder truck

for the Fire Department, and to authorize the Fire Chief to purchase same. Pass any vote or take any action relative thereto.

Article 73. Recommend this article be rejected.

Article 74. To see if the Town will vote to raise and appropriate a sum of money for an addition to the North Agawam Fire Station to house the ladder truck. Pass any vote or take any action relative thereto.

Article 74. Recommend this article be rejected.

Article 75. To see if the Town will vote to authorize the Board of Selectmen to dispose of a 1930 International fire truck to the highest bidder. Pass any vote or take any action relative thereto.

Article 75. Recommend that the Selectmen be authorized to dispose of a 1930 International Fire Truck to the highest bidder.

Article 76. To see if the Town will vote to authorize the Board of Selectmen to purchase, or take by eminent domain, the land between the end of Leland Avenue and Valentine Street; said land to be used for the purpose of joining Leland Avenue and Valentine Street at some future date, and vote to raise and appropriate a sum of money for same. Pass any vote or take any action relative thereto.

Article 76. Recommend this article be rejected.

Article 77. To see if the Town will vote to raise and appropriate a sum of money to secure services for the purposes of a Tax Equalization Program. Pass any vote or take any action relative thereto.

Article 77. Recommend this article be rejected.

#4 No

Article 78. To see if the Town will petition the State Tax Commission for the installation of the State Assessment System as provided in Section 7-A of Chapter 58 of the General Laws. Pass any vote or take any action relative thereto.

Article 78. Recommend acceptance of this article.

Article 79. To see if the Town will vote to amend the By-Laws, by adding the following new By-Law:

"No person, unless required by law, so to do, shall make any marks, letters, figures, of a political nature, or place any sign, advertisement, or placard upon or against any wall, fence, post, ledge, stone, building, or structure, in or upon any public way in the Town, without the permission of the owner thereof,

nor upon any sidewalk or upon any property of the Town without the consent of the Selectmen."

Pass any vote or take any action relative thereto.

Article 80. To see if the Town will vote to authorize the Selectmen to accept for the Town a gift of land described as follows:

"A strip of land 50' wide, the centerline of which runs at right angles to Shoemaker Lane, a public way in Agawam, the point beginning of which is in the northerly line of said Shoemaker Lane at a point 22 rods westerly from the easterly boundary of land now or formerly of Burt L. Shepard and Olga C. Shepard, said centerline running 1,500 feet more or less northerly from said northerly side of Shoemaker Lane, being a portion of land described in a deed recorded in Hampden County Registry of Deeds, Book 2653, Pages 1 and 3, and to accept as a public way a portion of the above described strip of land which portion extends 780 feet northerly from the said northerly side of Shoemaker Lane as laid out by the Board of Selectmen."
Pass any vote or take any action relative thereto.

Article 80. Recommend acceptance of this article.

Article 81. To see if the Town will vote to transfer a sum of money from Available Funds for the purpose of constructing a paved street including sanitary sewers, drains if required and water main within the layout established by the Board of Selectmen pursuant to Article 80, herein; provided, however, that no expenditure of funds appropriated under this article shall be made until after at least one construction permit consistent with industrial zoning has been applied for and issued for an industrial building or buildings on lands abutting said street. Pass any vote or take any action relative thereto.

Article 81. Recommend that $12,500.00 be transferred from available funds for street construction as described herein.

Article 82. To see if the Town will vote to authorize the Assessors to use a sum not exceeding $199,925.11 from Available Funds for the reduction of the amount to be raised by taxation during the current year. Pass any vote or take any action relative thereto.

Article 82. Recommend that the Assessors be authorized to use the sum of $199,925.11 from available funds for the reduction of the amount to be raised by taxation during the coming year. -50,000

Article 83. To hear and act on the report of the Com-

mittee for the Construction of a new Fire Station #2 in Feeding Hills. Pass any vote or take any action relative thereto.

Article 84. To hear and act on the report of the Fire Study Committee. Pass any vote or take any action relative thereto.

Article 85. To see if the Town will vote to raise and appropriate a sum of money to purchase a piece of property on River Road (Southerly End), and authorize the Parks and Playground Commission to purchase same. Pass any vote or take any action relative thereto.

Article 85. Recommend that this article be rejected.

Article 86. To see if the Town will vote to transfer a sum of money from the Dog Tax Fund to the Libraries for the purpose of purchasing books. Pass any vote or take any action relative thereto.

Article 86. Recommend that the sum of $1,946.12 be transferred from the Dog Tax Fund to Libraries for the purpose of purchasing books.

Article 87. To hear and act upon the report of the Committee to investigate methods of improving the present Town Meeting System. Pass any vote or take any action relative thereto.

Article 88. To hear and act on the report of the Committee to study the Bowles Airport Site and other sites for the purpose of acquiring land and/or buildings for the use of the Department of Public Works for the Town of Agawam. Pass any vote or take any action relative thereto.

Article 89. To hear and act on the report of the Business and Industrial Commission. Pass any vote or take any action relative thereto.

Article 90. To see if the Town will vote to amend the By-Laws by the following addition:

"There shall be no Commercial Piggeries in the Town of Agawam, effective January 1, 1966."

Pass any vote or take any action relative thereto.

Article 91. To see if the Town will vote to authorize the Board of Selectmen to appoint a committee of five (5) to make recommendations relative to changing the date of the Town Election and the Town Meeting. Pass any vote or take any action relative thereto.

Article 92. To see if the Town will vote to amend the By-Laws by adding the following:

"Any person convicted of a violation of any rule or order made hereunder, except otherwise provided, shall be punished by a fine not exceeding Twenty ($20.00) Dollars for each offense.

Pass any vote or take any action relative thereto.

Article 93. To hear and act on the report of the Granger School Addition Committee. Pass any vote or take any action relative thereto.

Article 94. To hear and act on the report of the committee to study the various forms of Town Government. Pass any vote or take any action relative thereto.

Article 95. To see if the Town will vote to recind the action under Article 1 of the Special Town Meeting July 8. 1963, transferring the sum of $17,000.00 for the Town's share for repairing the Mittineague Bridge, with the understanding it would be reimbursed to the Town by the State under the provisions of Chapter 782, Acts of 1962; and vote to transfer said $17,000.00 to the Department of Public Works, Town of Agawam, for construction work, other than Chapter 90, to benefit any of the Town roads. Pass any vote or take any action relative thereto.

Article 95. Recommend that $17,000.00 be transferred from the Mittineague Bridge Account to the Dept. of Public Works for construction work other than Chapter 90, to benefit any of the town roads.

Article 96. To see if the Town will vote to transfer a sum of money, received as a forfeiture of a performance bond on Forrest Road, from the Excess and Deficiency Fund to pay the cost incurred under Chapter 44, Section 13, of an emergency repair on said Forrest Road. Pass any vote or take any action relative thereto.

Article 96. Recommend that $2,938.70 be transferred from the Excess and Deficiency Fund as herein described.

Article 97. To see if the Town will vote to amend the By-Laws by adding the following new By-Law:

"No person shall hunt on any private property in the Town of Agawam without written permission of the land owner."

Pass any vote or take any action relative thereto.

Article 98. To transact any other business that may legally come before this meeting.

And you are hereby directed to serve this warrant by posting attested copies thereof, one in each of the said Post Offices of said Town and one in the Riverview Market in North Agawam, fourteen days at least before the day of said meeting.

Hereof fail not and make due return of this warrant with your doings thereon to the Town Clerk before the time of said meeting.

Given under our hands this 9th day of January, 1965.

FRANK CHRISCOLA, JR. RAYMOND E. CHAREST EDWARD W. CONNELLY	BOARD OF SELECTMEN

I have served the above warrant as directed, by posting attested copies thereof, one in each of the said Post Offices of said Town and one in the Riverview Market in North Agawam this 27th day of January, 1965.

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Constable